

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS  
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Behavioral Health	(2) MEETING DATE 11/26/2013	(3) CONTACT/PHONE Jeff Hamm 788-2855 Mike Stevens 781-4303	
(4) SUBJECT Request to approve an employment agreement with Anne Robin to serve as the County's Behavioral Health Administrator.			
(5) RECOMMENDED ACTION  It is recommended that the Board approve and authorize the Health Agency Director to sign an employment agreement with Anne Robin to serve as the County's Behavioral Health Administrator.			
(6) FUNDING SOURCE(S) General Fund	(7) CURRENT YEAR FINANCIAL IMPACT \$149,200.00	(8) ANNUAL FINANCIAL IMPACT \$223,800.00	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____ ) <input type="checkbox"/> Board Business (Time Est. ____ )			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A    Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Reviewed by Leslie Brown			
(18) SUPERVISOR DISTRICT(S) All Districts -			

# County of San Luis Obispo



TO: Board of Supervisors

FROM: Jeff Hamm, Health Agency Director

DATE: 11/26/2013

SUBJECT: Request to approve an employment agreement with Anne Robin to serve as the County's Behavioral Health Administrator.

## **RECOMMENDATION**

It is recommended that the Board approve and authorize the Health Agency Director to sign an employment agreement with Anne Robin to serve as the County's Behavioral Health Administrator.

## **DISCUSSION**

The County's previous Behavioral Health Administrator, Karen Baylor, resigned in July 2013. Since that time the County has conducted a comprehensive recruitment for a Behavioral Health Administrator. That process included review by a panel of stake holder County Department Heads and the Executive Director of a local contract service provider. Subsequent interviews were held with two additional stake holder groups—an ad hoc committee of the Behavioral Health Board; and the Behavioral Health Department's Division Managers. It is now recommended that the Board approve the employment agreement with Anne Robin.

Ms. Robin was most recently the Director of the Behavioral Health Department in Butte County, a position she held for over three years. Prior to her tenure with Butte County she was the Assistant Director for the Behavioral Health Department in Tuolumne County. Her positions in county government were preceded by over 20 years of progressively responsible positions with two large private mental health services organizations. She received her undergraduate degree from UCLA and her Masters of Arts in Clinical Psychology from the Professional School of Psychology Studies.

Ms. Robin has volunteered extensively in her field, dating back to the late 1970s. She was a Rotary volunteer teaching counseling skills and assessment techniques to teachers of special education in Costa Rica. For fifteen years she was involved with the Association for Intercultural Understanding, providing community development, mediation and other educational services in Columbia and Mexico. From 1982 to 1992 she provided counseling and parent education seminars, faculty training and administrative services at the Alturas Counseling Center in Vista, California, a non-profit center specializing in family therapy for the Hispanic community. She is fluent in Spanish.

## **OTHER AGENCY INVOLVEMENT/IMPACT**

County Counsel has reviewed and approved the employment agreement. The Human Resources Department managed the recruitment and testing process.

## **FINANCIAL CONSIDERATIONS**

Ms. Robin will be starting at step 4 of the salary range for the Behavioral Health Administrator position, which is \$146,820 annually. The total annual salary and benefit cost at the recommended step of the salary range is \$223,800. The Health Agency's approved 2013-14 budget includes funding for the position at the top step. Since the position has been vacant

for four months, and Ms. Robin is starting below the top step, there will be salary “savings” associated with the position in the current fiscal year.

## **RESULTS**

Approval of this agreement will allow the County to employ a qualified candidate to serve as the County Behavioral Administrator, a position critical to the effective administration of the County's Behavioral Health programs. Ms. Robin will also serve as Mental Health Director and Administrator of the Psychiatric Health Facility. Both of those titles carry specific statutory and regulatory responsibilities. Having a qualified person fulfilling those responsibilities is key to the Department's efforts to accomplish its mission, which contributes to achieving the County's vision of a Safe and Healthy Community.

## **ATTACHMENTS**

1. Anne Robin Employment Contract